

**LRES (LABOR RELATIONS & EMPLOYEE SERVICES)
COMMITTEE MINUTES
Committee Room #2, Oneida County Courthouse
June 7, 2023 10:30 a.m.**

LRES COMMITTEE MEMBERS PRESENT: Ted Cushing/Chairman, Diana Harris and Robb Jensen

LRES COMMITTEE MEMBERS ABSENT: Scott Holewinski and Jim Winkler

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (LRES), Tina Smigielski (Finance); Mike Fugle (Corporation Counsel); Paul Fiene (Forestry); Mary Rideout (Social Services); Linnaea Newman (County Board)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 10:30 a.m. in Committee Room #2 of the Oneida County Courthouse. The meeting has been properly posted in accordance with the Wisconsin Open Meeting Law, and complies with the Americans with Disabilities Act.

APPROVAL OF AGENDA

Motion by Harris to approve today's agenda and allow the Chair to move around on agenda items as needed. Second by Jensen. All Committee members present voting 'Aye'. Motion carried.

APPROVAL OF MINUTES

Motion by Jensen to approve the minutes of May 10th as presented. Second by Harris. All Committee members present voting 'Aye'. Motion carried.

APPROVE BILLS AND VOUCHERS

Motion by Jensen to approve the bills and vouchers as presented. Second by Harris. All Committee members present voting 'Aye'. Motion carried.

APPROVE MONTHLY BUDGET REPORT

Charbarneau summarized the LRES monthly budget report. Charbarneau noted that the Employee Medical line is used for pre-employment testing, and based on annual expenditures so far, the line will most likely be overspent by the end of the year due to the amount of hiring.

PUBLIC COMMENTS

No comments from the public present in the meeting room. No public present on Zoom.

CLOSED SESSION

Motion by Cushing, second by Harris for the LRES Committee to go into closed session pursuant to Section 19.85(1)(c) for purposes of considering employment, promotion, compensation or performance evaluation data of any public employee (Topic: Forestry Office Coordinator and Maintenance Technician/Equipment Operator Compensation)

Roll call vote taken with all members voting in the affirmative. Motion carried. Committee went into closed session at 10:33 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Smigielski, Fugle, Newman and Fiene

RETURN TO OPEN SESSION

Motion by Cushing, second by Harris to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 11:03 a.m.

Cushing reports that no decision or motion was made in closed session and the concern will continue to be looked into by Finance and LRES.

USE OF PREVIOUS YEARS HRA FUNDS ON 2023 OUT-OF-NETWORK COSTS

Lueneburg discussed the change to the health plan network for 2023 which caused Marshfield Clinic to be out-of-network on all plans when previously, Marshfield Clinic was in-network on the Broad Network. Lueneburg also discussed the unused HRA funds employees accumulate from year to year, in which these unused funds can't be used while an employee is active but upon termination of employment, if an employee has at least five years of service, they can utilize the entire unused account. For the 2023 health plan year, Lueneburg proposes allowing employees with at least five years of service the ability to utilize any or all of their previous years HRA unused account on out-of-network costs incurred on the county health plan. Employees would need to manually request these funds through LRES and provide Explanation of Benefit statements from the health plan in order to access the funds. Discussion held. Motion by Harris to allow for use of accumulated HRA funds by employees with at least five years of continuous service to be compensated for any out-of-network health plan costs incurred in 2023. Second by Cushing. All Committee members present voting 'Aye'. Motion carried.

CREATION OF CHILDREN SERVICES WORKER POSITION AND EDUCATIONAL EXPENSE REIMBURSEMENT POLICY

Rideout discussed the ongoing difficulties of recruiting certified Social Workers but in previous years, the county has had success in recruiting and hiring candidates with allowable Bachelor's degrees that could work towards Social Worker certification on the job. However, recently the county hasn't been able to even recruit these types of candidates. Therefore, Rideout is proposing creating a Children Services Worker position which would allow the right candidate to start in the position while they are working towards an eligible Bachelor's degree and provide for some education expense reimbursement. The position would pay a grade level lower than the Social Worker position, so the savings in wages would help cover the educational reimbursement. Rideout notes that the employee would need to complete the course with at least a C grade in order to receive the education reimbursement. Discussion held. Motion by Jensen to approve the education reimbursement policy and pre-employment agreement as presented for the Children Services Worker position as presented. Second by Cushing. All Committee members present voting 'Aye'. Motion carried.

RETIREE HEALTH – IN LIEU BENEFIT CLARIFICATION

Charbarneau discussed the option for retiree health eligible employees to pick HRA payments over the health coverage. In the Employee Handbook, Charbarneau wants to clarify the policy wording to better explain the current practices for the HRA payments. Charbarneau requests to add wording clarifying that the HRA payment would be based on the lowest cost health plan at the time of retirement and also that quarterly HRA payments would be made at the beginning of each quarter. Discussion held. Motion by Cushing to approve the wording clarification for the HRA payments in lieu of retiree health benefits. Second by Jensen. All Committee members present voting 'Aye'. Motion carried.

PUBLIC COMMENTS

No comments from the public present in the meeting room. No public present on Zoom.

FUTURE AGENDA TOPICS

Any agenda items should be forwarded to Cushing or Charbarneau.

FUTURE MEETING DATES

June 21, 2023 at 10:30 a.m. (*updated*)

July 5, 2023 at 9:00 a.m.

July 19, 2023 at 9:00 a.m.

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 11:27 a.m.

/s/Ted Cushing
Ted Cushing, Committee Chairman

June 21, 2023
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

June 21, 2023
Date